



U.S. DEPARTMENT OF
ENERGY

Office of Economic
Impact and Diversity





WELCOME



We welcome you to the first Equity in Energy™ engagement. This is an exciting time for the Department of Energy (DOE) and the energy sector in general. Equity in Energy™ is an initiative designed to include and expand the participation of individuals in underserved communities, which includes minority communities, Native Americans, women, veterans, and formerly incarcerated persons, in all Department of Energy programs. Equity in Energy™ also seeks to infuse and expand participation in the private energy sectors in our nation's economy to ensure America's energy independence.

Equity in Energy will focus on four primary pillars:

- Supplier Diversity
- Workforce Development
- STEM Enhancement
- Technical Assistance

The initiative is twofold; external and internal engagement between stakeholders across the country and the Department's program offices and the National Laboratories collaborating to gain insight into the viewpoints of individuals in underserved communities.

Equity in Energy will provide an invaluable platform for the DOE and local, regional, and national stakeholders to share ideas and insights that will be leveraged to Address the challenges of underserved communities.

Thank you for attending today. We look forward to your participation in this conference to help us create a more united energy community.

STEM enhancement

According to the U.S. Department of Commerce, STEM occupations are growing at 17%, while other occupations are growing at 9.8%.

To succeed in the new information-based and highly technological society, individuals need to develop their capabilities in STEM to levels much beyond what was considered acceptable in the past.

Supplier Diversity

Supplier Diversity emphasizes the creation of a diverse supply chain that works to secure the inclusion of diverse groups in the procurement plans for government, non-profits, and private industry.



Workforce Development

Workforce development is an interconnected set of solutions to meet employment needs.

Workforce development facilitates changes to people's potential that help to positively influence the future success of businesses, workers, and the nation.

Technical Assistance

Technical assistance helps businesses and individuals develop more effective approaches and practices that will enable them to gain not only access to opportunities, but acquisition.

Training through practical, hands-on workshops and seminars is often the missing piece that can be the tipping point for success over failure.

Specialized technical assistance will be a necessary catalyst for the rapid transitions that are transforming the economy and workforce.



Equity in Energy™

Equity in Energy Engagement & 2020 Summit Planning Meeting

May 15, 2019 – University of Houston Alumni Center
3204 Cullen Boulevard, Houston, TX 77004

Planning Session Agenda

Master of Ceremonies Eric Mahroum, Senior Advisor, *DOE Office of Economic Impact and Diversity, DOE*

8:00 – 8:30 a.m. **Breakfast**

8:30 – 9:00 a.m. **Welcome**

The Honorable James Campos, Director, *Office of Economic Impact and Diversity, DOE*

Dr. Paula Myrick Short, Provost, *University of Houston*

Rodney Ellis, County Commissioner, *Harris County*

9:00 – 10:00 a.m. **Department of Energy Program Leadership Overview**

Moderator The Honorable James Campos, Director, *Office of Economic Impact and Diversity, DOE*

Panelists Linda Capuano, Administrator, *Office of the Energy Information Administration, DOE*

Kimberley Rasar, Deputy Assistant Secretary, *Office of Fossil Energy, DOE*

Conner Prochaska, Director, *Office of Technology Transitions, DOE*



Description Presentations from DOE program offices overviews of current and pending opportunities and initiatives.

10:00 – 10:15 a.m. Networking Break

10:15 – 11:15 a.m. Business Fireside Chat

Moderator Rick Figueroa, Chairman, *Texas Licensing and Regulation Commission*

Panelists Mitch Little, Chief Operations Officer, *Marathon Oil*
Doug Fisher, Executive Director for Strategic Procurement, *ExxonMobil*
Kathleen Martinez, Senior Director, *BP America*
Brenda Erickson, Director of Supplier Diversity, *ConocoPhillips*

Description Presentations and a discussion with top oil and gas industry leaders on the importance of diversification of the workforce, and the new opportunities and challenges occurring in one of the fastest growing sectors of the energy economy.

11:15 – 12:15 p.m. Economic Development and Competitiveness Panel Discussion



Facilitator The Honorable James Campos, Director, *Office of Economic Impact and Diversity, DOE*

Panelists Johnathan Holifield, Executive Director, *White House Initiative on Historically Black Colleges and Universities*

Paula Glover, President and CEO, *American Association of Blacks in Energy*

Jose Perez, Chairman & CEO, *Hispanics in Energy*

Elia Quintana, Director of Stakeholder Relations, *American Petroleum Institute*

Kwame Canty, Director of External Affairs, *Edison Electric Institute*



Description Presentations and a discussion with leaders from the energy industry and minority community advocacy organizations. Panelists will discuss their workforce/economic development efforts, challenges, and ideas for the path forward.

12:15 – 1:30 p.m.

Lunch

Sponsored by The Society for Human Resource Management (SHRM) Foundation



Speaker

Wayne Christian, Commissioner, *Texas Railroad Commission*

1:30 – 2:45 p.m.

Breakout Sessions

Attendees will have the opportunity to interface with DOE representatives and share insights about the four pillars of Equity in Energy: STEM, Supplier Diversity, Workforce Development, and Technical Assistance. The Office of Economic Impact and Diversity seeks to gain perspective by learning from experts and practitioners in these fields. Each round table will be led by a facilitator who will give an overview and ask several questions of the group for each topic listed below.

STEM



Facilitator

Dr. Bobby Wilson, L. Lloyd Woods Distinguished Professor of Chemistry, *Texas Southern University*

Description

Technological innovation is critical to national security, as evidenced by the amount of money invested in DOE labs and R&D funds allocated by the Pentagon. The education and innovation ecosystem in America is top tier but needs to improve. To meet our potential, and the needs of the future, we need to upgrade the culture of inclusion and preparedness. How can we increase participation and outcomes in STEM for historically underrepresented demographics?



Supplier Diversity

Facilitator Michael Trevino, Principal, Trevino & Co.

Description Supplier diversity initiatives do not infringe on free market principles. Instead, they bolster our vibrant capitalist system by creating conduits for greater access to opportunity – not handouts. The energy sector supply chain is vast, and more business diversity would strengthen its dynamism, reach, productivity, and elasticity. Discussion will focus on how DOE, and ED in particular, can support and bolster great supplier diversity.



Equity in Energy Roundtable Breakout

Facilitator Paula Glover, President & CEO, American Association of Blacks in Energy

Description Equity is synonymous with fairness but also implies ownership. How can we incubate a culture of diversity across the energy sector, while safeguarding lasting generational commitments? What avenues exist beyond supplier diversity STEM, and training? What measures should be taken immediately to ensure American competitiveness into the future through better utilization of all communities of domestic human resources?



Workforce Development

Facilitator Peter Beard, Senior Vice President, Greater Houston Partnership

Description Energy sector skill deficits and inefficient training are interrelated obstacles to the realization of optimal energy positions for the U.S. There continues to be a deficit of skills and technical certifications, especially in energy efficiency. An additional challenge is the impending wave of baby boomer retirements, which will exacerbate the skills/certifications gap. How can we replace so many retirees and make sure the energy sector workforce has the requisite skills to safeguard America's energy security?





2:45 – 3:00 p.m. Networking Break

3:00 – 4:00 p.m. Department of Energy Program Office Overview

Moderator The Honorable James Campos, Director, Office of Economic Impact and Diversity, DOE

Panelists Suzie Jaworowski, Senior Advisor, Office of Nuclear Energy, DOE

Doug Little, Senior Advisor, Office of Electricity, DOE

Leonard Spearman, Senior Advisor, Office of Environmental Management, DOE

Kevin Jayne, Senior Advisor, Office of Energy Efficiency and Renewable Energy, DOE

4:00 – 4:15 p.m. Next Steps/ Feedback



Facilitator Carlos Gutierrez, Business Program Manager, Office of Economic Impact and Diversity, DOE

Description Follow-up planning for the 2020 Summit will require iteration by all stakeholders. How can we optimize communication and collaboration to ensure productivity, synergy, information synthesis, and overall success? What commitments are envisioned already, how should the topics above be translated into programmatic material, and what metrics should be used to measure success?

4:15 – 4:30 p.m. Closing Remarks

The Honorable James Campos, Director, Office of Economic Impact and Diversity, DOE



The Honorable James Campos

Director, Office of
Economic Impact and Diversity



James Edward Campos was nominated by the President of the United States and confirmed by the United States Senate on April 9, 2018, as the Director of the Office of Economic Impact and Diversity at the United States Department of Energy. As Director, Mr. Campos oversees the Office of Minority Economic Impact and the Office of Civil Rights and Diversity. He is tasked with helping to implement legislation and executive orders with an eye towards their effect on minorities and minority businesses, as well as ensuring that minorities are afforded an opportunity to fully participate in Department programs. Mr. Campos also serves as the Department of Energy's Equal Employment Opportunity Director, which includes field sites across the United States.

Mr. Campos also functions as the Department of Energy's official Federal designee to the White House Interagency Working Group Initiatives, which includes the White House Initiative on Asian Americans and Pacific Islanders, the White House Initiative on Educational Excellence for Hispanics, and the White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities. Additionally, Mr. Campos is the Department's designee on the White House Opportunity and Revitalization Council.

Mr. Campos has served in both the public and private sectors, working in such industries as publishing, telecommunications, state and federal government, strategic business consulting, political consulting, as well as a small business owner and adjunct business professor. His business background has enhanced his expertise in the energy sector, marketing, international commerce, workforce development, higher education, management, operations and strategic analysis, and implementation.

Prior to his Presidential appointment, Mr. Campos was the Senior Advisor on Economic Development & Strategic Planning/Government Affairs to the College President of Nevada State College (NSC), where he was involved in the areas of government and community relations/strategic business consulting, and business development.

Mr. Campos held several state-wide Gubernatorial appointments in Nevada to include: the Nevada's Equal Rights Commission (April 2011 to 2015); Nevada's Judicial Selection Commission as a temporary member (July 2011); the Governor's Workforce Investment Sector Councils on Gaming, Tourism & Entertainment (Jan. 2014) and Mining and Minerals (Feb. 2014); the Governor's Office of Economic Development's International Trade Council (May 2014 to October 2017); and the Nevada Taxi Cab Authority Commission (March 2015 to April 2018).

Mr. Campos holds both a Bachelor of Arts and a Master of Science degree from the University of Maryland, a Master of Business Administration from the University of Glasgow, Scotland, and an Executive Program Certificate from Georgetown University's McDonough School of Business in Washington, D.C. While completing his master's degree, Campos also studied at Corpus Christi College, University of Oxford in England for business and literature studies as well as cultural studies in Barcelona, Spain for a year. He has taught college courses in the areas of organizational operations, international management, marketing, strategy, public relations and human resources as an adjunct professor.



Participants



Linda Capuano
Administrator of the
Energy Information
Administration, DOE



Wayne Christian
Commissioner, Texas
Railroad Commission



Rodney Ellis
County Commissioner,
Harris County



Johnathan Holifield
Executive Director,
White House Initiative
on Historically Black
Colleges and University



Conner Prochaska
Director, Office of
Technology
Transitions, DOE



Kimberley Rasar
Deputy Assistant
Secretary, Office of
Fossil Energy, DOE



Rick Figueroa
Chairman, Texas
Licensing and
Regulation



Mitch Little
Chief Operations Officer,
Marathon Oil



Doug Fisher
Executive Director for
Strategic Procurement,
ExxonMobil



Kathleen Martinez
Senior Director, BP
America



Brenda Erikson
Director of Supplier
Diversity, ConocoPhillips



Eric Mahroum
Senior Advisor, Office
of Economic Impact
and Diversity, DOE



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President and CEO,
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Director of Stakeholder
Relations, American
Petroleum Institute



Kwame Canty
Director of External
Affairs, Edison Electric
Institute



Dr. Paula Myrick Short
Provost, University of
Houston



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L. Lloyd Woods
Distinguished Professor
of Chemistry, Texas
Southern University



Michael Trevino
Principal, Trevino & Co



Peter Beard
Senior Vice President,
Greater Houston
Partnership



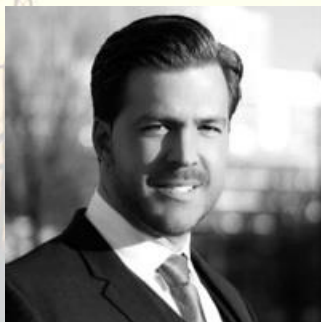
Suzie Jaworowski
Senior Advisor, Office of
Nuclear Energy, DOE



Doug Little
Senior Advisor, Office
of Electricity, DOE



Leonard Spearman
Senior Advisor, Office of
Environmental
Management, DOE



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Senior Advisor, Office of
Energy Efficiency and
Renewable Energy, DOE



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Business Program Manager,
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and Diversity, DOE

Notes:



*Sponsored by
Society for Human Resource Management*



Thank you for participating!

www.energy.gov/diversity

